



Lessons Learned from Feb 04 Development Team Meeting



Overview



- AF Assignment System
- Transitional-Officer Development Plans – Commander Comments
- Transitional-Officer Development Plans – Member Comments
- Assignment History Issues
- CS/CC List



AF Assignment System



- Field does not understand the process
 - CCs did not reclama, but asked for 1 yr extension in comments
 - Reclama early in the cycle using AMS
 - Coord with MAJCOM functional to reclama officers
 - CCs did not provide comments on ODPs
 - CC's are closest to the officer—the DT and AFPC needs their inputs
 - Without feedback, the DT is forced to make a decision without all information



ODPs: CC comments



- What to do:
 - Give honest assessment
 - Be specific
 - Write comment yourself
 - Tell DT their capability/potential
 - Stratify if you can
 - Write bullet statements
 - Ensure completion
 - Submit on-time
- Result:
 - Best possible vector and assignment match
- What not to do:
 - Give nice assessment
 - Use generic/flowery words
 - Allow member to draft for CC
 - Recommend Flt CC for all CGOs even graduating ACE LTs
 - Write flowing narratives
 - Leave blank
 - Submit late
- Result:
 - Poor vector and assignment match



ODPs: Member Comments



- What to do:
 - Always have up-to-date
 - Make realistic choices
 - List multiple locations...not 10 cities in Italy
 - Tell board about key facts that affect assignments
 - PME
 - Security Clearance
 - Keep comments professional
 - EFMP
 - Personal health issues
 - Extend one year for education (you or child)
- Results:
 - Best possible vector and assignment match
- What not to do:
 - Leave blank or outdated
 - Ask for unrealistic locations... MAJCOM in California
 - Tell board irrelevant statements about you
 - Unprofessional comments include
 - “I am blackbelt and need to continue my studies”
 - “I need Florida job because my skin is pasty”
- Results:
 - Poor vector and assignment match



Assignment History Issues

- Too many people had only base level or intermediate assignments
- Unrealistic requests for homesteading
- Don't be out of the career field too long
 - Some had 7+ years of special duty



CS/CC List



- Understand it's hard to compete for CC jobs without base level experience
- Once you agree to compete for CC, don't back out at the last minute
 - Think ahead
 - Understand the process